

Factsheet: An Act Establishing Fair Schedules for Employees

Lead Sponsor: Representative Sean Garballey

Docket Number: H3144

Key components of the act:

This bill would establish employee rights to additional payment if they are not given sufficient advance notice of any changes to their work schedule. The bill specifies that if employers make changes to an employee's schedule within 10 days of a scheduled shift, they are required to pay between one and four additional hours of predictability pay, in addition to wages earned for hours worked. This bill will protect employees of the retail, fast food and hotel industries of the Commonwealth.

WHO'S AFFECTED?

- Two-thirds of all low wage workers are women
- 83% of hourly part-time employees have fluctuating schedules
- 40-60% of full-time low wage workers are expected to work additional hours with little to no notice
- 83% of all retail workers have fluctuating schedules

Why is it important to protect workers in this way?

- **This legislation will protect low income families, especially working mothers and their children**

Women are disproportionately affected by this issue. Of the more than 23 million workers engaged in low-wage work (those paid \$10.50 per hour or less), two-thirds are women. Most areas of family life are greatly affected by fluctuating schedules. If families know their working schedules in advance they can more easily arrange their life around it, in terms of childcare, caregiving responsibilities, a second or third job, pursuing education, and organizing family transportation to and from school and work.

- **This legislation will benefit employers by encouraging them to install fair work practices**

Scheduling and family conflict are reported as major reasons for workers to intend to leave their jobs. With fair scheduling in place, employers can expect to reap the productivity and retention rewards of employees that are less stressed, and therefore bring less stress from their home life into work and vice versa. With schedules arranged in advance, an employer is better positioned to assess upcoming scheduling and employment needs, and fill those accordingly.

- **This legislation can increase earning potential of low-income workers through job consistency**

Many low-income workers rely on second and third jobs to make ends meet. If workers know their schedules in advance, they are in a better position to reasonably balance multiple jobs and improve their overall family earning potential.